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ABSTRACT

Every spring the Career Center at the John H. Lounsbury School of Education of Georgia College and State University sponsors a job fair and invites recruiters for school systems to meet students. Recruiters, many of whom have worked with the college's graduates in the past, are asked to complete a questionnaire that includes a need analysis and a satisfaction survey. In February 2002, 18 questionnaires were returned from the 30 to 40 recruiters at the fair. Students were rated highly in content knowledge, ability to work with challenging students, and reliability and judgment. Lowest rated were their understanding of current educational laws and their ability to test and assess learning. There were many positive comments about students and the teacher education program. Perceived needs were greatest for elementary school teachers, and for special education teachers in general. Other areas of need were physical education and music teachers and middle grade teachers in all subject areas. High schools were most in need of science, mathematics, and business education teachers, as well as school administrators. (SLD)

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Georgia College & State University

College of Arts & Sciences

John H. Lounsbury School of Education

Report for 2001 & 2002 Employer/Recruiter Needs Analysis & Satisfaction with GC&SU Graduates

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Data Analysis by
Sharene L. Smoot, Ph.D., Associate Professor
Department of Foundations & Secondary Education

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Date of Report: August 19, 2002

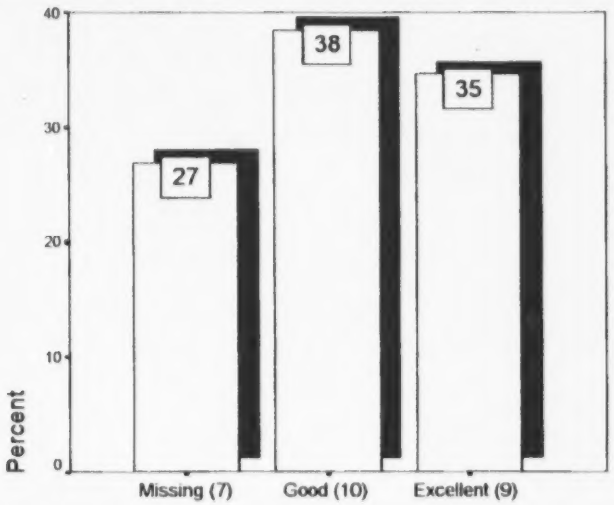
Survey of Spring Career Center Job Fair Participants

2001 and 2002

Every spring the GC&SU Career Center sponsors a job fair and invites school systems from all over Georgia to send recruiters to this event. All students completing initial certification are encouraged to attend, submit their resumes and schedule afternoon interviews with school systems where they are interested in working. Scheduling problems and turnover in the Career Center staff limited the participation in this job fair in 2000 and 2001, but last year the timing and turnout was better.

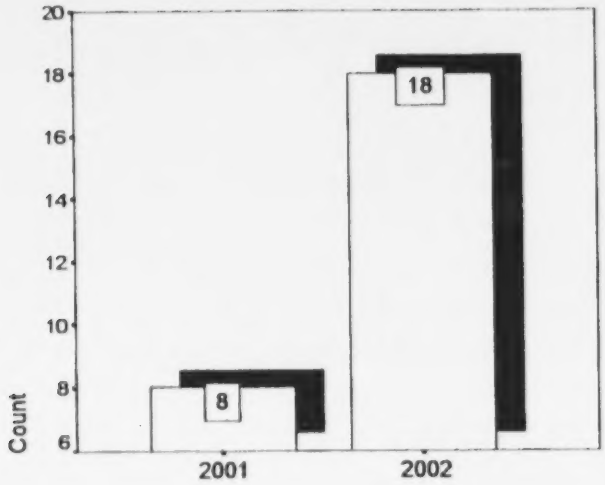
In the packet for the school system, the assessment committee included a two page questionnaire for the recruiters to fill out and leave at the main desk. Part of the questionnaire is a needs analysis and the next page is a satisfaction survey. This year in February 2002 at the job fair, 18 questionnaires were returned. Last year, the surveys came back in the mail and we only received about 8. There are usually about 30-40 school systems at the career fair. Many of the recruiters know our students only by reputation, but the smaller, nearby school systems in Middle Georgia often send a person who has actually worked with our students.

Satisfaction with Overall Quality of GC&SU Graduates was 100% Positive

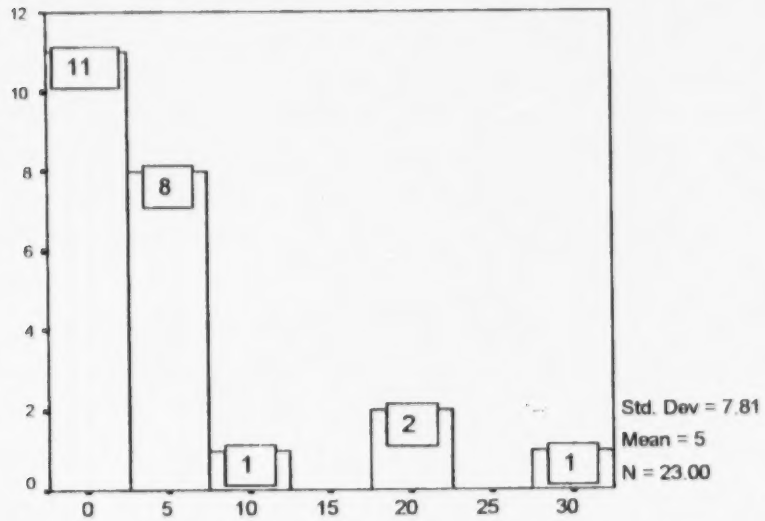


Note: Seven of the 26 respondents did not answer the Satisfaction questions because they had no personal knowledge, for example they were recruiters from the school system central office staff. Of the rest, 47% rated our recent graduates as Excellent and 53% rated them as Good.

Number Returning Surveys in 2001 was Eight, in 2002 There Were 18.

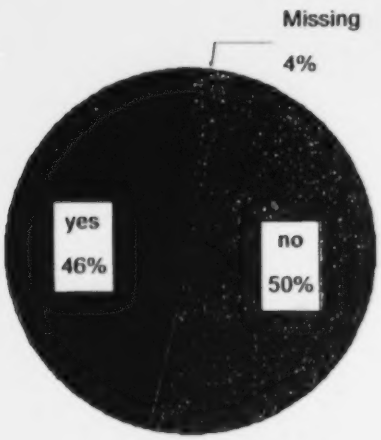


In the Last Two Years They Have Hired About 118 GC&SU Graduates

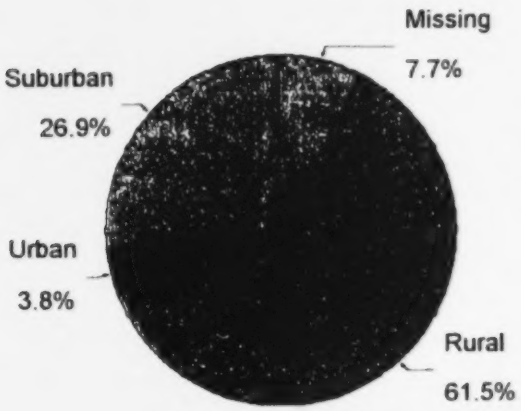


Eleven respondents hadn't hired any and one respondent had hired about 30! The list of school systems at the job fair is at the end of this report.

About Half of the Recruiting School Systems Were from Middle Georgia

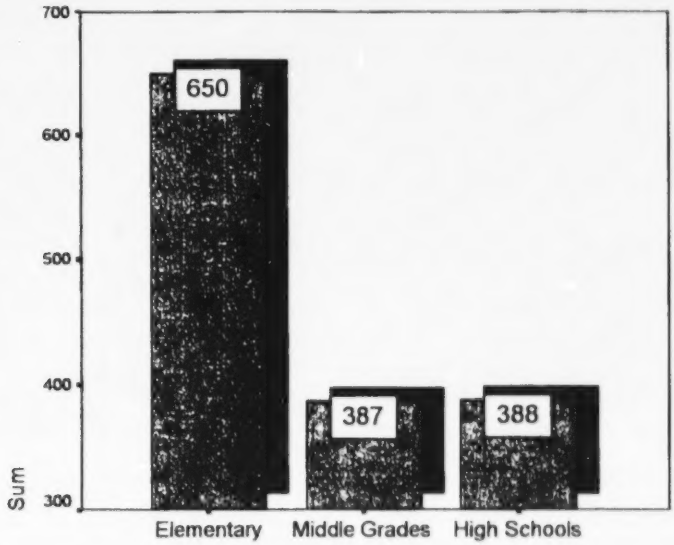


The Recruiters were Mostly from Rural School Systems

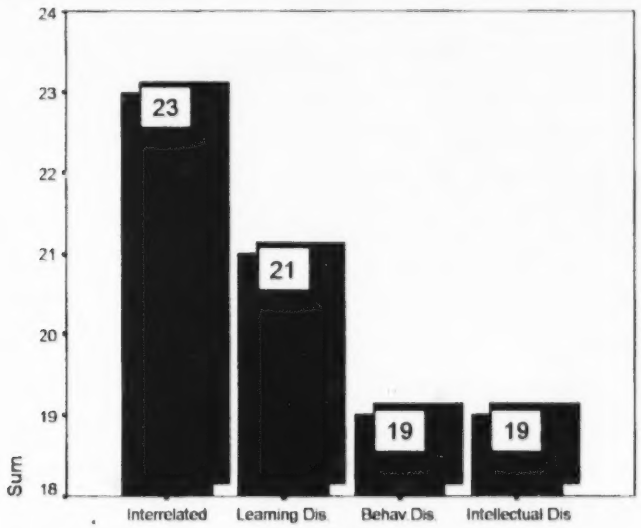


Needs Analysis

These Employers Needed Over 1400 Teachers in February 2002



In Addition, They Needed Many Special Education Teachers



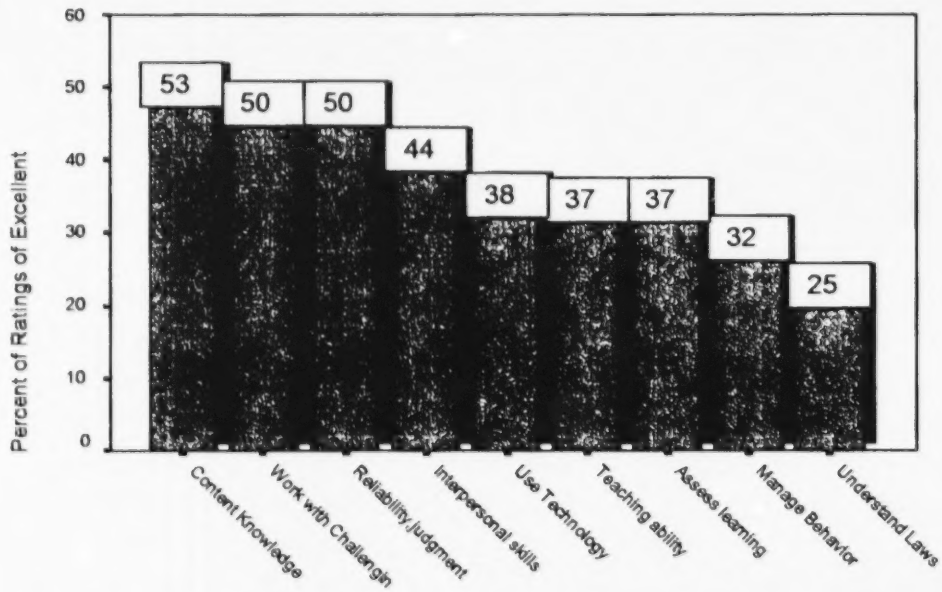
Other areas of need were physical education & music teachers as well as middle grades teachers in all subject areas. High schools were most in need of science, math and business education teachers as well as school administrators.

Satisfaction with GC&SU Hires

100% Rated the Overall Quality of GC&SU Beginning Teachers as Good or Excellent

			Overall Quality		
			Good	Excellent	Total
Middle GA	no	Count	3	4	7
		Percent	42.9%	57.1%	100.0%
	yes	Count	6	5	11
		Percent	54.5%	45.5%	100.0%
Total		Count	9	9	18
		Percent	50.0%	50.0%	100.0%

Quality Ratings by Middle Georgia School Systems were 46% Excellent. Schools outside of Middle Georgia had even higher ratings (57% excellent). Of the 26 respondents, 8 had not hired any of our graduates recently and so did not reply to this part of the questionnaire.



Our students were rated highest in their content knowledge, their ability to work with challenging students, and their reliability and judgment. Next came their interpersonal skills, their ability to use technology, their teaching ability and their ability to test and assess learning. Lowest rated was their understanding of current educational laws and their ability to manage behavior. There were many positive comments about our students and our teacher education preparation program. See the next page.

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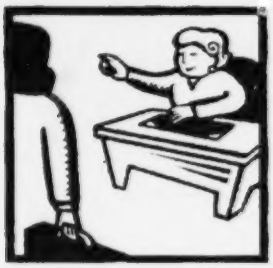
Written Comments



Notably good qualities of the GC&SU teacher preparation programs graduates are:

Good field experience!
Time spent in regular classrooms.
Students are well prepared for the school environment.
Already equipped with valuable classroom teaching experience

Student to professor ratio seems good
Professional & courteous
Knowledgeable of content
Ability to work with others
Receptive to constructive criticism
They are well trained.

The GC&SU teacher preparation program graduates would be better if:

Some of the graduates were placed in neighboring systems such as Warren County to do their student teaching.

Encourage your graduates not to dismiss the smaller rural systems for some valuable teaching experiences—this can prove more beneficial to the individual by providing more varied opportunities than a larger system can provide.

The turnout for this job fair was the lowest I have ever seen it—I don't understand why.

List of Employers at Job Fair 2001

Atlanta Public Schools
Baldwin County Schools, Milledgeville
Barrow County Schools, Winder
Brandon Hall Schools, Atlanta
Burke County Schools, Waynesboro
Butts County Schools, Jackson
Camp Pine Valley, Griffin
Cherokee County Schools, Canton
Clayton County Schools, Jonesboro
Crawford County Schools, Roberta
Dublin City Schools
Fayette County Schools, Fayetteville
Forsyth County Schools, Cumming
Fulton County Schools, Atlanta
Green County Schools, Greensboro
Gwinnett County Schools, Lawrenceville
Houston County Schools, Perry
Jasper County Schools, Monticello
John Milledge Academy, Milledgeville
Jones County Schools, Gray
Lamar County schools, Barnesville
McDuffie County Schools, Thomson
Morgan County Schools, Madison
Muscogee County Schools, Columbus
Newton County Schools, Covington
Pike County Schools, Zebulon
Pulaski County Schools, Hawkinsville
Richmond County Schools, Augusta
Riley-Edison Academy, Macon
Robert Toombs Christian Academy, Lyons
St John the Evangelist Catholic School, Hapeville
Sumter County Schools, Americus
Thomasville City Schools
Treutlen County Schools, Soperton
Trinity Christian School, Dublin
Walton County Schools, Monroe
Washington County Schools, Sandersville
Wayne County Schools, Jessup
Wheeler County Schools, Alamo
Wilkinson County Schools, Irwinton

Employer/Recruiter Needs & Satisfaction Survey

GC&SU Teacher Preparation Programs

Please take a few minutes to give us your feedback. We need this information for continuing accreditation visits. You can leave this completed form at the Registration Table.

Needs Assessment

1. About how many openings do you usually have annually for the following teaching fields?

For Primary/Elementary schools? _____ For Middle /Junior High Schools? _____

For High Schools _____ Areas most in need? _____

For Special Education : Mental Retardation _____ Interrelated _____

Behavior Disorders _____ Learning Disabilities _____

For Other Areas: Health_____ Physical Education _____ Music _____

Library/Media _____ Technology _____ Leadership _____

2. About how many GC&SU graduates have you hired in the last 2 years? _____

3. About what percent were beginning teachers (not experienced)? _____%

4. Is your school system in Middle Georgia? Yes No

5. Is your school system (circle one) Rural Urban Suburban ?

Satisfaction with recent (last five years) GC&SU School of Education graduates

How would you rate? *(Please circle your answer, skip any questions if you feel that you are not familiar enough with details about our graduates)*

1. The overall quality of teachers you have hired from GC&SU? Excellent Good Fair Poor
2. Their knowledge of the content area in their specialty? Excellent Good Fair Poor
3. Their ability to teach (plan and carry out lessons)? Excellent Good Fair Poor
4. Their ability to manage classroom behavior? Excellent Good Fair Poor
5. Their ability to test and assess learning in their students? Excellent Good Fair Poor

Please turn the page, there are a few more questions on the back

6. Their willingness to work with challenging students? Excellent Good Fair Poor

7. Their reliability, judgment, and professional ethics? Excellent Good Fair Poor

8. Their understanding of current educational laws? Excellent Good Fair Poor

9. Their communication skills and ability to work with others? Excellent Good Fair Poor

10. Their ability to use current technology? Excellent Good Fair Poor

11. Notably good qualities of the GC&SU teacher preparation programs graduates are:

12. The GC&SU teacher preparation program graduates would be better if:

Today's date is _____/_____/_____.

Please return your surveys to Ms. Pricilla Hooks, Senior Secretary, at the Registration Table before you leave. Thanks very much for your input and feedback about our program.

Sharie Smoot, GC&SU Teacher Education Programs Assessment Coordinator,
John H. Lounsbury School of Education, 2001-2002

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